

**3<sup>rd</sup> Meeting of the Commission  
Auckland, New Zealand: 2 – 6 February 2015**

**FAC-02-05**

**Staff rules for the SPRFMO Secretariat**

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The draft SPRFMO Staff Rules were developed by the Acting Executive Secretary in consultation with the Chairperson of the Commission and the Chairperson of the Finance and Administration Committee. They were circulated for comments in May 2014.

Since the initial circulation of the draft SPRFMO staff regulations, the Secretariat has clarified some aspects regarding the status of international SPRFMO staff members. One important finding has been that internationally recruited SPRFMO staff do not have access to the New Zealand social security system. Consequently, the Secretariat has reviewed the Draft SPRFMO Staff Regulations considering, in particular, that internationally recruited staff serving outside their home country should not be significantly disadvantaged in comparison to their New Zealand colleagues as would be the consequence of the current Rule 8.1.

The following document takes into account comments received from the Chairperson of the Commission and the Chairperson of the FAC. Proposed changes to the originally circulated version are highlighted.

**South Pacific Regional Fisheries  
Management Organisation**

**DRAFT Staff Regulations**

# **REGULATION 1**

## **PREAMBLE**

- 1.1 These Staff Regulations establish the fundamental principles of employment, regulate the working relationships and establish the rights and responsibilities of formally appointed employees who render their services in and receive remuneration from the Secretariat of the Commission of the South Pacific Regional Fisheries Management Organisation.
- 1.2 These Regulations should be applied giving due regard to the geographical distribution of the Members of the Commission of the South Pacific Regional Fisheries Management Organisation (hereinafter called the Commission).

# **REGULATION 2**

## **DUTIES, OBLIGATIONS AND PRIVILEGES**

- 2.1 Members of the staff of the Secretariat, and the Executive Secretary (hereinafter called "staff members") are international civil servants. Upon accepting their appointments they pledge themselves to discharge their duties faithfully and to conduct themselves with the interests of the Commission in mind.
- 2.2 For the purposes of these regulations the term "dependant" shall include only:
  - (a) any unsalaried child, who is born of, or adopted by, a staff member, his or her spouse, or their children, who is below the age of eighteen years and who is dependent on a staff member or his or her spouse for main and continuing support;
  - (b) any child fulfilling the conditions laid down in paragraph (a) above, but who is between eighteen and twenty-five years of age and is receiving school or university education or vocational training;
  - (c) any handicapped child who is dependent on a staff member or his or her spouse for main and continuing support;
  - (d) any other child who is given a home by and is dependent on a staff member or his or her spouse for main and continuing support;
  - (e) any person related by blood or marriage for whose main and continuing support a staff member or his or her spouse is legally responsible.
- 2.3 Staff members shall at all times conduct themselves in a manner in keeping with the international nature of the Commission. They shall always bear in mind the loyalty, discretion and tact imposed on them by their international responsibilities in the performance of their duties. They shall avoid all actions, statements or public activities which might be detrimental to the Commission and its aims.
- 2.4 Staff members are not required to renounce either their national feelings or their political or religious convictions.
- 2.5 In the performance of their duties, staff members may neither seek nor accept instructions from any government or authority other than the Commission.

Staff members shall observe maximum discretion regarding official matters and shall abstain from making private use of information they possess by reason of their position. Authorisation for the release of information for official purposes shall lie with the Commission or the Executive Secretary, as the case may require.

- 2.6 Staff members shall, in general, have no employment other than with the Commission. In special cases, staff members may accept other employment, provided that it does not interfere with their duties in the Commission, and that prior authorisation by the Executive Secretary has been obtained. The Commission's prior authorisation shall be obtained in respect of the Executive Secretary.
- 2.7 No staff member may be associated in the management of a business, industry or other enterprise, or have a financial interest therein if, as a result of the official position held in the Secretariat, he or she may benefit from such association or interest.
- 2.8 Ownership of non-controlling stock in a company shall not be considered to constitute a financial interest within the meaning of regulation 2.8.
- 2.9 Staff members shall enjoy the privileges and immunities to which they are entitled under the Headquarters Agreement between the Government of New Zealand and the Commission, pursuant to Article 6.3 of the Convention.

### **REGULATION 3**

#### **HOURS OF WORK**

- 3.1 The normal working day shall be eight hours, Monday through Friday, for a total of forty hours per week.
- 3.2 The Executive Secretary shall establish the working hours and may, in consultation with staff members, alter them for the benefit of the Commission as circumstances may require.

## REGULATION 4

### CLASSIFICATION OF STAFF

4.1 Staff members shall be classified in either of the two following categories:

- (a) **PREVIOUS**: Professional Category. Positions of high responsibility of a managerial, professional, or scientific nature. These posts will be filled by appropriately qualified professionals, preferably with University qualifications or the equivalent. Staff members in this category will be recruited internationally.

**PROPOSED**: Internationally recruited staff (UN: Professional Category): Positions of high responsibility of a managerial or scientific nature. These posts will be filled by appropriately qualified professionals, preferably with university qualifications or the equivalent. Staff members in this category will be recruited internationally.  
*Explanation: The UN retains the distinction between "Professionals" and "General Service" although the latter are often highly qualified professionals. Therefore a more accurate and neutral classification is recommended.*

- (a) **PREVIOUS**: General Services Category. Auxiliary administrative and technical positions. Clerical, secretarial and other office personnel. Such staff members shall be recruited in the host country.

**PROPOSED**: Locally recruited staff (UN: General Service Category): administrative and technical positions. Such staff members shall be recruited in the host country.  
*Explanation: The term "auxiliary" does not do justice to the often highly qualified tasks (IT, administration, translation, etc) performed by locally recruited staff.*

4.2 Persons employed under Regulation 11 shall not be classified as staff members.

## REGULATION 5

### SALARIES AND OTHER REMUNERATION

5.1 **PREVIOUS**: The scale of salaries for internationally recruited staff members shall be established in US dollars according to the corresponding scales of salaries which would apply to officials of the United Nations Secretariat employed in New Zealand and shall be paid in New Zealand dollars.

**PROPOSED**: The scale of salaries for internationally recruited staff members shall be established in US dollars according to the corresponding scales of salaries which would apply to officials of the United Nations Secretariat employed in the host country and shall be paid in the currency of the host country. The type of allowances available to staff members in the International Professional category shall, in principle, be those allowances in force in the United Nations. The scale of allowances shall be established in US dollars according to the corresponding scales of allowances which would apply to officials of the United Nations Secretariat in the host country and shall be paid in the currency of the host country. *Explanation: Standard for RFMOs (based on UN staff*

rules). The proposed wording includes text found in the CCAMLR and CCSBT Staff Regulations.

However, education allowances for each dependent child shall not be paid:

*Explanation: The following list of exclusions should be discussed. The Secretariat is concerned that they would be overly restrictive to foreign staff members from a different cultural and linguistic background than New Zealand. Also, it appears that attendance of a university in New Zealand is more costly for non-resident staff than for those from New Zealand (Secretariat is still investigating).*

- a) in respect of children of New Zealand staff members;
- b) in respect of attendance at a New Zealand school;
- c) for attendance at a University in New Zealand;
- d) for correspondence courses or private tuition;
- e) when schooling does not require regular attendance at an education institution;
- f) in respect of education expenses covered from scholarship grants or subsidies from other sources.

- 5.2 Staff members in the locally recruited category shall, in principle, be paid at rates equivalent to those paid in Wellington for staff of equivalent qualifications and experience.
- 5.3 The promotion of staff members from one salary scale to another requires the prior approval of the Commission.
- 5.4 The Commission shall levy from each employee's salary an amount for Staff Assessment. Staff Assessment rates shall be those in force in the United Nations.
- 5.5 The Executive Secretary shall make arrangements to ensure that any staff member who is subject to national income tax is reimbursed tax paid on his or her salary. Such arrangements shall be made only on the basis that the direct costs of reimbursement are paid by the staff member's home country.
- 5.6 Each staff member shall have their performance assessed annually by the Executive Secretary. The annual performance of the Executive Secretary shall be completed by the Chairperson on behalf of the Commission.
- 5.7 Staff members may receive annual increments. Increments shall cease once the staff member has reached the highest step in the grade in which he or she is serving.
- 5.8 Staff members in the professional category are not entitled to overtime pay or compensatory leave
- 5.9 Staff members in the general services category required to work more than 40 hours during one week will be compensated:
  - (b) with compensatory leave equivalent to hours of overtime performed; or
  - (c) by remuneration per overtime hour, to be estimated at the rate of time and a half, or if the additional time is worked on a Sunday, or on holidays listed in Regulation 7.8, at the rate of double time.

## **REGULATION 6**

### **RECRUITMENT AND APPOINTMENT**

- 6.1 In accordance with Article 14 of the Convention, the Contracting Parties shall appoint the Executive Secretary and shall establish his or her remuneration and such other entitlements as it deems appropriate.
- 6.2 In accordance with Article 14 of the Convention, the Executive Secretary shall appoint, direct, and supervise staff. The paramount consideration in the appointment, transfer or promotion of the staff shall be the necessity for securing the highest standards of efficiency, competence and integrity. Any staff appointed before the adoption of these staff regulations shall be deemed to have been appointed under these regulations
- 6.3 Staff shall be required to retire on reaching the age of 65 years with the exception of an Executive Secretary whose four year appointment commenced prior to reaching the age of 65 and who then reaches 65 year during that term, who will be required to retire at the end of that term.
- 6.4 Upon selection, each staff member shall receive an offer of appointment stating:
  - (a) that the appointment is subject to the staff regulations applicable to the category of appointment in question, and to changes which may be duly made in such regulations from time to time;
  - (b) the nature of the appointment;
  - (c) the date on which the staff member is required to commence duty;
  - (d) the period of appointment, the notice required to terminate it and the period of probation;
  - (e) the category, level, commencing rate of salary and the scale of increments and the maximum salary attainable;
  - (f) the allowances attached to the appointment;
  - (g) any special terms and conditions which may be applicable.
- 6.5 Together with the offer of appointment, staff members shall be provided with a copy of these Regulations. Upon acceptance of the offer staff members shall state in writing that they are familiar with and accept the conditions set out in these Regulations.
- 6.6 Internationally recruited staff members may be required to undergo medical examination from time to time as determined by the Executive Secretary or the Commission as the case may require. The medical examinations shall be at the expense of the Commission.

## REGULATION 7

### LEAVE

- 7.1 Staff members shall be entitled to annual leave at the rate of two and half workdays for each full month of service. Annual leave is cumulative, but at the end of each calendar year, not more than 30 workdays may be carried over to the following year.
- 7.2 The taking of leave shall not cause undue disruption to normal Secretariat operations. In accordance with this principle, leave dates shall be subject to the needs of the Commission. Leave dates shall be approved by the Executive Secretary who shall, as far as possible, bear in mind the personal circumstances, needs and preferences of staff members.
- 7.3 Annual leave may be taken in one or more periods.
- 7.4 Any absence not approved within the terms of these Regulations shall be deducted from annual leave.
- 7.5 Staff members who, upon termination of their appointment, have accumulated annual leave which has not been taken shall receive the cash equivalent estimated on the basis of the last salary received.
- 7.6 After 18 months of service the Commission shall, in accordance with Regulations pay economy class airfares to the staff member's home country on annual leave for internationally recruited staff members and their dependants. Following this, home leave shall be granted at two-year intervals provided that:
- (a) dependants who benefit from this Commission grant have resided at Wellington for at least 6 months prior to travel;
  - (b) it is expected that staff members will return to the Secretariat to continue rendering their services for a minimum additional period of 6 months.
- 7.7 The possibility of combining travel to home country on leave with official travel in Commission service may also be considered, provided the interests of the Commission are duly borne in mind.
- 7.8 Staff shall be entitled to the following holidays celebrated in Wellington, i.e.:
- 1 January New Year's Day
  - 2 January
  - **Propose deletion:** January Wellington Anniversary Day
  - 6 February Waitangi Day
  - Good Friday
  - Easter Monday
  - 25 April Anzac Day
  - June Queen's Birthday
  - October Labour Day
  - 25 December Christmas Day
  - 26 December Boxing Day



**Proposed:** In addition, staff members are entitled to either observe Wellington Anniversary Day or select one additional holiday at a date of their choice in order to enable them to observe their customs and traditions, provided this does not interfere with their duties at the Commission. This public holiday shall be used during the current calendar year and may not be carried over to the following year.

*Explanation: This is close to UN rules and nice for culturally diverse organisations.*

- 7.9 If under special circumstances members of the staff are required to work on one of the aforementioned days, or if any one of the above holidays (with the exception of Wellington Anniversary Day for those staff who have selected a different holiday) falls on a Saturday or Sunday, the holiday shall be observed on another day to be set by the Executive Secretary, who shall take into account the needs of the Commission.

## **REGULATION 8**

### **SOCIAL SECURITY**

- 8.1 It is a condition of employment that each staff member will contribute to Kiwisaver or an alternative recognised retirement fund. The Commission shall pay 6% of gross salary to the retirement fund. *Comment: Requires further discussion. As is, this provision causes inequality between staff members from New Zealand and those from other countries. Therefore, the Secretariat proposes that the Organisation contributes 5% more (= 11%) towards a retirement fund for international employees not from New Zealand. This would still be well below what other RFMOs and the UN are contributing (mostly 15.8%) to the pension schemes of their employees. In addition, the Secretariat would like to see some provision for life and trauma insurance.*

The Commission shall pay for the cost of medical insurance for staff members and their families who are not eligible for publically funded health services.

- 8.2 Staff members shall not be granted sick leave for a period of more than 3 consecutive days and more than a total of 7 working days in any calendar year without producing a medical certificate.
- 8.3 Staff members shall be granted certified sick leave not exceeding 12 months in any 3 consecutive years. The first 6 months shall be on full salary and the second 6 months on half salary, except that no more than 4 months on full salary shall normally be granted in any period of 12 consecutive months.
- 8.4 Staff members are entitled either to parental leave under the New Zealand Parental Leave and Employment Protection Act 1987, or to the parental leave provided in paragraphs 8.6 or 8.7 below.
- 8.5 After one year of employment in the Secretariat, staff members who elect not to use the entitlement in paragraph 8.5 above shall be entitled to maternity leave. On the basis of medical advice that the confinement will probably take place within six weeks, staff members shall be entitled to be absent from duty until eight weeks after

confinement. During this period staff members shall receive pay at a rate equal to their average pay for the last 12 months and corresponding allowances.

- 8.6 Paid parental leave of 8 weeks is available to staff members who elect not to use the entitlement in paragraph 8.5 above and who as part of a couple have assumed the care of a child under six they intend to jointly adopt.
- 8.7 Staff members shall be entitled to bereavement leave upon the death of a family member or relative, up to a maximum of 3 days in any calendar year.
- 8.8 In the event of death of a staff member following illness or surgery not resulting from an accident covered by the appropriate insurance, the right to salary, allowances and other corresponding benefits shall cease on the day on which death occurs, unless the deceased leaves dependants, in which case these shall be entitled to mortality allowances and return travel and removal expenses to country of origin or former residence at the expense of the Commission.
- 8.9 The above mortality allowance for death shall be calculated in accordance with the following scale:
- | Years of Service                        | Months of Net Base Pay Salary Following Death |
|---|---|
| Less than 3 years                       | 3 months                                      |
| 3 years and more, but less than 7 years | 4 months                                      |
| 7 years and more, but less than 9 years | 5 months                                      |
| 9 years and more                        | 6 months                                      |
- 8.11 The Commission shall pay for shipment of the staff member's body from the place of death to the place designated by the next of kin.

## REGULATION 9

### TRAVEL

- 9.1 All official travel shall be authorised by the Executive Secretary in advance within the limits of the budget, and the itinerary and travelling conditions shall be those best suited for maximum effectiveness in the fulfilment of duties assigned.
- 9.2 Prior to official travel, staff may request a travel allowance in advance. Staff may use Secretariat credit cards or have actual and reasonable expenses refunded.
- 9.3 **PREVIOUS:** Economy class shall be utilised for duty air travel, except that Business Class may be used for flights of four hours or more.  
**PROPOSED:** Economy class shall be utilised for duty air travel, except that Business Class may be used for travel of nine hours or more.  
*Explanation: More in line with UN and New Zealand regulations.*
- 9.4 First class may be utilised for duty land travel, but not for travel by sea or air.
- 9.5 Following completion of a duty journey, staff members shall repay any travel allowances to which, in the event, they were not entitled. Where staff members have incurred expenses above and beyond those for which travel allowances have been

paid, they shall be reimbursed, against receipts and vouchers, as long as such expenses were necessarily incurred in pursuit of their official duties.

- 9.6 On taking up an appointment internationally recruited staff members shall be eligible for:
- a) payment of economy class air fares (or equivalent) and travel allowance for themselves, their spouses and dependants to Wellington;
  - b) an Installation Grant calculated on the basis of the prevailing United Nations rate;
  - c) payment of removal costs, including the shipment of personal effects and household goods from place of residence to Wellington, subject to a maximum volume of 30 cubic metres or one international standard shipping container,
  - d) payment or reimbursement of sundry other expenses related to relocation, including insurance of goods in transit and excess baggage charges subject to the prevailing relevant United Nations rules. Such payments shall be subject to prior approval by the Executive Secretary.
- 9.7 Staff members who, in the course of their duty, are required to use private motor vehicles for official travel purposes shall, with the prior authorisation of the Executive Secretary, be entitled to receive a reimbursement of the costs involved in line with that available to members of the Government Service in New Zealand. The costs associated with normal daily travel to and from place of work shall not be reimbursed.

## **REGULATION 10**

### **SEPARATION FROM SERVICE**

- 10.1 Staff members may resign at any time upon giving three months' notice or such lesser period as may be approved by the Executive Secretary or the Commission, as the case may require.
- 10.2 In the event of a staff member resigning without giving the required notice, the Commission reserves the right to decide whether repatriation expenses or any other allowance shall be paid.
- 10.3 Appointment of staff members may be terminated upon prior written notice at least three months in advance, by the Executive Secretary when he or she deems this to be for the benefit of the Commission due to restructuring of the Secretariat or if he or she considers that the staff member does not give satisfactory service, fails to comply with the duties and obligations set out in these Regulations, or is incapacitated for service **PROPOSED addition**, *provided the staff member has received reasonable opportunity to improve his or her performance. In the case of serious misconduct by a staff member that threatens the organisation or the organisation's staff members (e.g. criminal offence, theft, intentional breach of confidentiality), appointment of the staff member may be terminated without prior warning.*
- 10.4 In the event of separation from service with the Secretariat, staff members shall be compensated at a rate of one month base pay for each year of service, beginning the

second year, unless the cause of termination has been gross dereliction of duties imposed in Regulation 2.

10.5 On separation from service, a staff member shall, subject to Regulation 10.6 below, be entitled to the following:

- a) payment of economy class air fares (or equivalent) to the staff member's country of origin or former residence, for the staff member and dependent members of his or her family;
- b) payment of removal costs, including the shipment of personal effects and household goods from place of residence in Canberra to the country of origin or former residence, subject to a maximum volume of 30 cubic metres or one international shipping container;
- c) a repatriation allowance generally consistent with United Nations practice.

10.6 At the discretion of the Executive Secretary, the right to the repatriation expenses provided for in Regulation 10.5 may be cancelled or reduced appropriately if:

- a) less than one year has elapsed between the date of taking up the appointment and the date of separation from service;
- b) the reason for separation from service was termination of employment due to gross dereliction of duty;
- c) more than six months has elapsed between the staff member's separation from service and his or her return to his or her country of origin or former residence;
- d) less than six months has elapsed since the staff member last visited his or her country of origin or former residence on home leave at the expense of the Commission; or
- e) the staff member has applied for or received status as a permanent resident of the host country.

## **REGULATION 11**

### **TEMPORARY PERSONNEL UNDER CONTRACT**

11.1 The Executive Secretary may contract temporary personnel necessary to discharge special duties in the service of the Commission. Such personnel shall be classified as additional help and may be paid on an hourly basis.

11.2 Persons in this category may include translators, interpreters, typists, and other persons contracted for meetings, as well as those whom the Executive Secretary contracts for a specific task. Whenever possible, persons resident in the host country shall be utilised in such cases.

## **REGULATION 12**

### **APPLICATION AND AMENDMENT OF REGULATIONS**

12.1 Any doubts arising from application of these Regulations shall be resolved by the Executive Secretary following consultation with the Chair of the Commission.

- 12.2 All matters not foreseen in these Staff Regulations shall be brought to the attention of the Commission by the Executive Secretary.
- 12.3 Subject to the provisions of the Convention, these Regulations may be amended by the Commission in accordance with its Rules of Procedure.